

Team Inclusion Pulse Survey (TIPS) Case Study:

Property Industry

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A leading Property company engaged Symmetra to build a cutting-edge D & I strategy, engage executive commitment and lay the foundations for transforming the culture by running introductory sessions on the business case for D & I and unconscious bias across the whole organisation. To achieve their vision of driving innovation and business growth through inclusion, 2017 has been dedicated to building the inclusive capability of leaders through a range of initiatives such as inclusion skills training, live action team coaching and online learning on inclusion.

"I used to think being inclusive meant just showing respect and valuing diversity... but now I understand that behaviours that show I have a learning mindset or that I encourage my team to span boundaries is an essential part of being inclusive too."

Team Ratings per Inclusion Construct



The Inclusion Superfactor is the combined scored across all 8 constructs.

"This has fired up my team and me to work together on embedding inclusion. We like the fact that we can set goals to improve and benchmark our progress on the TIPs quarter on quarter. It only takes a few minutes to complete, yet the value is enormous, so we have arranged to repeat it quarterly rather than annually."

The launching pad of this initiative - use of the Team Inclusions Pulse Survey (TIPs) - was designed to provide leaders and their teams with a quick and effective way to identify how inclusive they actually are - to provide insight into which of the 8 competencies the teams and leaders were excelling at and where they needed to build their skills. The collective results on the Team Inclusion Pulse survey of the nine executive

leaders and each of their respective teams also enabled each team to benchmark themselves against the collective results; motivating them to achieve the highest standards set by the most inclusive teams and leaders in the business and in so, doing maximise business performance and innovation in the organisation.